University of Regina

University of Regina Non-Academic Pension Plan

Financial Statements

For the Year Ended December 31, 2010

Provincial Auditor Saskatchewan

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INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

I have audited the accompanying financial statements of the University of Regina Non-Academic Pension Plan, which comprise the statement of net assets available for benefits, accrued pension benefits and surplus as at December 31, 2010, and the statements of changes in net assets available for benefits and changes in accrued pension benefits for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the net assets available for benefits, accrued pension benefits and surplus of the University of Regina Non-Academic Pension Plan as at December 31, 2010, and the changes in net assets available for benefits and changes in accrued pension benefits for the year then ended in accordance with Canadian generally accepted accounting principles.

Bonnie Lysyk

Regina, Saskatchewan
July 19, 2011

Bonnie Lysyk, MBA, CA
Provincial Auditor

University of Regina Non-Academic Pension Plan
Statement of Net Assets Available for Benefits,
Accrued Pension Benefits and Surplus
As At December 31

	2010	2009
Assets		
Investments:		
Master Trust fund (Note 5)	$ 63,911,347	$ 62,342,201
Receivables:		
Employee contributions	130,350	104,333
Employer contributions	130,325	103,343
	260,675	207,676
Total assets	64,172,022	62,549,877
Liabilities		
Accounts payable	706,408	348,202
Total liabilities	706,408	348,202
Net Assets Available for Benefits (Statement 2)	63,465,614	62,201,675
Accrued Pension Benefits (Statement 3)	62,572,000	61,992,000
Surplus	$ 893,614	$ 209,675

Approved by the Board of Governors

Chair, Board of Governors

Vice President (Administration)

The accompanying notes are an integral part of these financial statements

University of Regina Non-Academic Pension Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31

	2010	2009
Increase in Assets		
Current period change in market values of investments:		
Net realized gain on sale	$ 2,095,975	$ 756,573
Unrealized gain on investments	2,767,332	7,621,000
	4,863,307	8,377,573
Contributions:		
Employee contributions	1,556,452	1,272,502
Employer contributions	1,552,097	1,269,474
	3,108,549	2,541,976
Total increase in assets	7,971,856	10,919,549
Decrease in assets		
Plan expenses (Note 6)	491,502	423,616
Pension benefits	2,679,790	2,425,857
Refunds and transfers	3,536,625	1,007,861
Total decrease in assets	6,707,917	3,857,334
Net Increase in Assets	1,263,939	7,062,215
Net Assets Available for Benefits, Beginning of Year	62,201,675	55,139,460
Net Assets Available for Benefits, End of Year (to Statement 1)	$ 63,465,614	$ 62,201,675

The accompanying notes are an integral part of these financial statements

University of Regina Non-Academic Pension Plan
Statement of Changes in Accrued Pension Benefits
For the Year Ended December 31

	2010 (Note 7)	2009 (Note 7)
Accrued Pension Benefits, Beginning of Year	$ 61,992,000	$ 54,263,000
Increase in Accrued Pension Benefits:		
Interest on accrued benefits	4,029,000	3,527,000
Benefits accrued	3,430,000	3,102,000
Experience loss	-	3,790,000
Change in Assumptions	89,000	855,000
	7,548,000	11,274,000
Decrease in Accrued Pension Benefits:		
Benefits paid	6,041,000	3,545,000
Change in plan provision (Amendment 2010-1)	927,000	-
	6,968,000	3,545,000
Accrued Pension Benefits, End of Year (to Statement 1)	$ 62,572,000	$ 61,992,000

The accompanying notes are an integral part of these financial statements

1. Summary of Significant Accounting Policies

The financial statements are prepared in accordance with Canadian generally accepted accounting principles. The following accounting policies are considered significant.

a) Investments

Investments are comprised of units in a pooled fund called the University of Regina Master Trust. Additional units are acquired when assets are transferred to the Fund and when distributions are made by the Fund. The Plan can realize changes in the underlying unit values by redeeming units.

Units in the Master Trust fund are recorded at fair market value in the accounts at their net asset value per unit. The net asset value per unit is the market value of the pooled fund's investments divided by the total number of units outstanding in the Fund.

The change in net asset value of the Fund during the year is reflected in the Statement of Changes in Net Assets Available for Benefits as Unrealized gain on investments.

Investment transactions are recorded as of the trade date.

b) Use of estimates

In preparing the financial statements, management uses estimates and assumptions that primarily affect the reported values of assets and liabilities. Significant estimates are used primarily in the determination of the fair value of investments and investment related receivables in the Master Trust. Significant estimates are also used in the determination of accrued pension benefits. Actual results could differ from those estimates, which may impact the results reported in future periods.

2. Authority for the Plan

Section 62(j) of *The University of Regina Act* provides that the Board of Governors may establish a system of pension or retiring allowances for any or all classes of University officials and other employees.

3. Plan Administration

In January 1979, the Board of Governors of the University of Regina established the Pension Plan. The Non-Academic Benefits Committee is a sub-committee of the Board of Governor's Human Resources Committee and has the responsibility to administer the Plan according to the terms and provisions of the Plan agreement. The University has appointed, through agreements, investment managers to authorize investments, and a trustee to maintain custody of the plan assets and invest the plan assets as authorized by the investment managers.

4. Description of the Plan

The following description of the University's Non-Academic Pension Plan is a summary only. For more information, reference should be made to the Plan document.

a) General

The Plan is a contributory defined benefit final average pension plan open to all non-academic employees of the University of Regina who are employed on a permanent full-time, seasonal full-time, term or permanent part-time basis. Participation in the plan is compulsory after completing an applicable probationary period.

Plan membership is extended to those employees who qualify from the federated colleges, Campion and Luther, and continues to be extended to the employees of the Mackenzie Art Gallery.

b) Retirement Benefits

The normal retirement date is the first day of the month following the attainment of age 65. The monthly retirement benefit payable to a Member who retires on the normal retirement date on or after January 1, 1999 is equal to the sum of:

i) 2% of the Member's average best three years earnings multiplied by the number of years of credited service (including fractions for completed months) for past and future service to December 31, 2010,

plus

ii) 1.75% of the Member's average best three years earnings with the University multiplied by the number of years of credited service (including fractions for completed months) after December 31, 2010.

The annual retirement benefit is based on maximum earnings of $ 124,722 as outlined in the *Income Tax Act* (Canada).

A Member who retires on the Late Retirement Date on or after January 1, 1999 shall receive a pension which is the Actuarial Equivalent of the pension the Member would have received had the Member retired on the Normal Retirement Date and as if the Normal Retirement Date is after December 31, 1998 as outlined above. Members must retire by the end of the calendar year in which they attain the age of 69.

The normal form of pension is a single life pension payable monthly in arrears with a ten year guarantee. Other options are available on an actuarially equivalent basis.

Unless the Member's spouse has signed a waiver under applicable legislation reducing survivor benefits for the spouse, an actuarially equivalent amount of pension shall be paid to the Member in a joint and 60% survivor form.

c) Indexing

Retirement benefit payments may be increased on an ad-hoc basis as recommended by the Non-Academic Employees' Benefit Committee, which is a sub-committee of the Board of Governor's Human Resources Committee, and approved by the Board as warranted by increases in the Consumer Price Index for Canada.

d) Termination Benefits

A Member becomes locked-in after completing two years of continuous service.

Upon termination of employment prior to becoming locked-in, a member may elect one of the following options:

i) to receive a lump sum cash refund of the Member's Required Contributions with interest; or

ii) to transfer to another registered pension plan, a prescribed Registered Retirement Savings Plan (RRSP), an Insurance Business to purchase an immediate or deferred pension, or any other prescribed registered retirement plan an amount equal to the greater of two times the member's required contributions with interest and the Commuted Value of the monthly retirement benefit.

Upon termination of employment after becoming locked-in, a Member shall receive a transfer to another registered pension plan, a prescribed RRSP, an Insurance Business to purchase an immediate or deferred pension, or any other prescribed registered retirement plan in an amount equal to the sum of:

i) in respect to Credited Service accrued prior to January 1, 2011, the greater of:

a) two times the Member's Required Contributions, with interest; and

b) the maximum Commuted Value of the monthly retirement benefit;

ii) in respect of Credited Service accrued after December 31, 2010, the maximum Commuted Value of the monthly retirement benefit;

iii) the amount, if any, by which Member Required Contributions attributed to Credited Service accrued after December 31, 2010, with applicable interest, exceeds 50% of the Commuted Value.

e) Death Benefits

1) Prior to Retirement

Upon death of a member, other than a retired member, the Member's spouse or beneficiary shall receive a lump-sum cash refund, a transfer to another registered pension plan, a prescribed RRSP, an Insurance Business to purchase

an immediate or deferred pension, or any other prescribed registered retirement plan in an amount equal to the sum of the following:

i) in respect of Credited Service accrued prior to January 1, 2011, the greater of:

a) two times the Member's required contributions plus interest, and

b) the maximum Commuted Value of the monthly retirement benefit;

ii) in respect to Credited Service after December 31, 2010, the maximum Commuted Value of the monthly retirement benefit;

iii) the amount, if any, by which the Member Required Contributions attributed to Credited Service accrued after December 31, 2010, with applicable interest, exceeds 50% of the Commuted Value; and

iv) the Member's Transfer Value, accumulated with interest to the time of payout.

2) After Retirement

Upon the death of a retired member, benefit payments, if any, shall be continued in accordance with the benefit payment option elected by the Member at the time of retirement.

f) Members' Contributions

Members are required to contribute 7.75% of earnings.

g) Funding Policy

The University shall contribute monthly to the fund 7.75% of earnings.

h) Interest Rate Credited

The interest credited to the members' and University contributions is the greater of: interest based on crediting the minimum rate prescribed under applicable Legislation and the four-year geometric average net fund rate of return averaged over the four most recently completed plan years, less 1.0% per annum.

i) Disability Benefits

Periods during which a Member is in receipt of disability benefits provided from the Short Term Disability Plan or the Long-Term Salary Continuance Plan count as pensionable service. Member contributions are deemed to be made on the Member's earnings immediately prior to becoming disabled adjusted each year thereafter by the average increase in the members who occupy a similar job or position to that member.

5. Financial Instruments

The Plan's significant financial instruments consist of accounts receivable, accounts payable, and investments.

Contributions Receivable and Accounts Payable

The contributions receivable and accounts payable are non-interest bearing financial instruments and are due or payable within the next year. Due to the short-term maturity, the fair value of these financial instruments approximates carrying value.

Investments

Effective December 1, 1995, the assets of the University of Regina's Academic and Administrative Employees and the Non-Academic Pension Plans were combined into a pooled fund called the Master Trust to improve investing opportunities. Each plan holds units in the Master Trust rather than holding individual investments. For more information, reference should be made to the Master Trust Agreement.

The total assets of the Master Trust on December 31, 2010 is $332,565,990. The Unitholders' Equity at December 31, 2010 is:

Academic & Administrative Employees' Pension Plan	$	268,654,643
Non-Academic Employees' Pension Plan		63,911,347
	$	332,565,990

The investment objectives of the Plan are to ensure there are sufficient assets to meet future pension obligations and to generate sufficient cash flow to meet pension payments. Due to the long-term horizon of the Plan's liabilities, the Master Trust takes a long-term investment perspective.

As a result, the following risks of the Master Trust are also risks of the Plan.

Based on the investment objectives set by the participating pension plans, the Master Trust invests cash flows from the pension plans. The nature of the Master Trust's operations results in a statement of net assets that consists primarily of financial instruments. The risks that arise are market risk, (consisting of interest rate risk, foreign exchange risk and equity price risk), credit risk and liquidity risk.

Significant financial risks are related to the investments. These financial risks are managed by having an investment policy, which is approved by the Board of Governors. The investment policy provides guidelines to the Master Trust's investment managers for the asset mix of the portfolio regarding the quality and quantity of fixed income investments, real estate and equity investments. The asset mix helps to reduce the impact of market value fluctuations by requiring investments in different asset classes and in domestic and foreign markets. Derivatives (such as options, futures, and forward contracts) are allowed within the Master Trust to protect against losses from changes in exchange rates and market indices; and for non-hedging purposes, as a substitute for direct investment. The investment policy prevents the use of derivatives for speculative trading or to create a portfolio with leverage.

a) Market Risk

Market risk represents the potential for loss from changes in the value of financial instruments. Value can be affected by changes in interest rates, foreign exchange rates and equity prices. Market risk primarily impacts the value of investments.

Interest Rate Risk:

Interest rate risk refers to the adverse consequences of interest rate changes on the Master Trust's cash flows, financial position and income. This risk arises from short-term changes in nominal interest rates that cause differences in the timing and amount of cash flows related to the investments. Interest rate risk is managed by investing in fixed income investments (short-term investments, bonds and debentures, mortgages) of various durations. It is estimated that a 100 basis point increase/decrease in interest rates would decrease/increase the value of the fixed income investments by $ 7,200,000 at December 31, 2010, representing 6.07% of the $ 117,926,760 fair value of these investments in the Master Trust.

Foreign Exchange:

The Master Trust is subject to changes in the US/Canadian dollar exchange rate for US denominated investments. Also, the Master Trust is exposed to EAFE (Europe, Australasia and Far East) currencies and global currencies (including US, Non-North American and Canadian) through its investment in the pooled Non-North American (NNA) equity fund and pooled global equity fund. Exposure to US equities, Non-North American equities, and global equities is limited to a maximum 16%, 18%, and 12% respectively each of the total of the fair value of the total investment portfolio. At December 31, 2010 the Master Trust's exposure to US equities was 15.5% (2009 – 14.8%) and its exposure to Non-North American equities (including global equities) was 23.7% (2009 – 24.7%).

At December 31, 2010, a 10% appreciation in the Canadian dollar versus US dollar exchange rate would result in approximately a $ 5,200,000 decrease in investments in the Master Trust. A 10% weakening in the Canadian dollar versus EAFE currencies would result in approximately a $ 7,900,000 increase in investments in the Master Trust.

No more than 10% of the fair value of the bond and debentures portfolio shall be invested in bonds of foreign issuers.

Equity Prices:

	Market Value – Master Trust	
	2010	2009
Common Shares and Pooled Funds – Canadian	$ 59,761,218	$ 56,769,752
Pooled Funds – Global	29,876,623	28,660,849
Pooled Funds – NNA	49,017,268	48,813,686
Pooled Funds – US	51,608,475	46,194,520
	$ 190,263,584	$ 180,438,807

The Master Trust is exposed to changes in equity prices in Canadian, US, and EAFE markets. Equities, including equity pooled funds, comprise 57.31% (2009 – 57.82%) of the fair value of the Master Trust's total investments. Individual stock holdings are diversified by geography, industry type and corporate entity. No one investee or related group of investees represents greater than 10% of the fair value of the Master Trust's total investment portfolio. As well, no one holding represents more than 10% of the voting shares of any corporation. Investments in pooled funds do not exceed 10% of the fair value of that fund.

The following table indicates the approximate change that would be expected to the total investment portfolio based on changes in the Master Trust's benchmark indices as at December 31, 2010:

	10% increase	10% decrease
Canadian Equities	$ 6,000,000	$ (6,000,000)
US Equities	$ 5,200,000	$ (5,200,000)
NNA Equities	$ 4,900,000	$ (4,900,000)
Global Equities	$ 3,000,000	$ (3,000,000)

b) Credit Risk:

Credit risk arises from the potential for an investee to fail or for a counterparty (e.g. mortgager) to default on its contractual obligations to the Master Trust. The Master Trust limits the credit risk by dealing with counterparties that are considered to be high quality. The credit ratings used to describe the investments below are based on the Dominion Bond Rating Service and/or the Standard and Poor's Bond Rating Service.

Short-Term Investments

These investments in the Master Trust are comprised of a pooled fund that holds investments mainly in corporate bonds and debentures with effective interest rates of 1.076% to 1.401% (2009 – 0.25% to 0.769%) and maturing within 4 to 101 days (2009 - 4 to 270 days). The investment policies of the participating pension plans state

that investments must meet a minimum investment standard of "R-1", as rated by a recognized credit rating service.

Bonds and Debentures

The investment policies of the participating pension plans state that the minimum quality standard for individual bonds and debentures is 'B' as rated by a recognized bond rating agency at the time of purchase, and sets limits to the maximum notational amount of exposure with respect to any one issuer. Bonds rated 'BBB', 'BB' and 'B' may not be purchased if the purchase would raise holdings rated 'BBB' to 'B' inclusive to more than 15% of the fair value of the bond portfolio, with bonds rated below 'BBB' not to exceed 5% of the fair value of the bond portfolio at the time of purchase.

The Master Trust holds the following investments in bonds and debentures:

	2010						2009		
Years to Maturity	Federal	Provincial	Pooled Funds	Total Fair Value	Yield to Maturity at Fair Value	Coupon Rate	Total Fair Value	Yield to Maturity at Fair Value	Coupon Rate
Under 5	$ 3,719,593	-	60,622,561	64,342,154	1.15% - 2.41%	3.00% - 4.05%	$ 63,509,486	0.35%	3.56% - 3.75%
5 - 10	5,422,472	8,492,032	-	13,914,504	3.01% - 4.05%	3.75% - 4.4%	9,603,541	3.61% - 4.25%	3.75% - 4.4%
Over 10	1,668,834	24,580,944	-	26,249,778	3.56% - 5.01%	4.60% - 8.50%	29,630,022	4.07% - 5.29%	4.0% - 8.5%
Market Value	$ 10,810,899	33,072,976	60,622,561	104,506,436			$ 102,743,049		

Actual maturity may differ from contractual maturity because certain borrowers have the right to call or prepay certain obligations with or without call or prepayment penalties.

Credit ratings for bonds are as follows:

	2010		2009	
Credit Rating	Fair Value	Make up of Portfolio (%)	Fair Value	Make up of Portfolio (%)
AAA	$ 15,952,597	15.27%	$ 19,399,701	18.88%
AA	53,812,113	51.49%	46,277,747	45.04%
A	24,422,013	23.37%	28,395,198	27.64%
BBB	8,698,516	8.32%	7,911,654	7.70%
BB	1,060,533	1.01%	541,981	0.53%
B & Below	560,664	0.54%	216,768	0.21%
Total	$ 104,506,436	100.00%	$ 102,743,049	100.00%

Within bond investments there are no direct holdings other than the Government of Canada or a Canadian province. No one holding of a province is over 26.45% of the fair value of the bond portfolio. Securities of the Master Trust may not be loaned except within pooled funds where the pooled fund policy permits securities lending.

Fair Value

The Plan has classified its required fair valued financial instrument holdings using a hierarchy that reflects the significance of the inputs used in determining their measurements.

Under the classification structure, financial instruments recorded at unadjusted quoted prices in active markets for identical assets and liabilities are classified as Level 1. Instruments valued using inputs other than quoted prices included in Level 1 that are observable for the asset or liability either directly or indirectly are classified as Level 2.

Instruments valued using inputs that are not based on observable market data are classified as Level 3.

The following table classifies the Plan's required financial instruments within a fair value hierarchy:

	Level 1	Level 2	Level 3	Total
Short-term investments	$ 5,654,672	$ -	$ -	$ 5,654,672
Bonds and Debentures	-	104,506,436	-	104,506,436
Equities	190,263,584	-	-	190,263,584
Mortgages	-	7,765,652	-	7,765,652
Real estate	-	23,766,928	-	23,766,928
Total	$ 195,918,256	$ 136,039,016	$ -	$ 331,957,272

Real Estate

The Master Trust holds $ 23,766,928 (2009 - $ 18,968,986) in real estate. This represents 7.16% (2009 – 6.07%) of total investments. The investments in real estate consist of Canadian commercial property.

Mortgages

The investment policies of the participating pension plans state the investments in mortgage can be mortgages secured against Canadian real estate, mortgage-backed securities, or asset-backed securities.

c) Liquidity Risk:

Liquidity risk is the risk that the Master Trust is unable to meet its financial obligations as they fall due. Cash resources are managed on a daily basis based on anticipated cash flows.

6. Plan Expenses

	2010		2009
	Budget	Actual	Actual
Actuarial and consulting services	$ 192,500	$ 179,618	$ 140,436
Administration	130,200	95,961	87,564
Investment management fees	202,000	179,535	163,877
Trustee fees	36,000	36,388	31,739
	$ 560,700	$ 491,502	$ 423,616

7. Accrued Pension Benefits

Aon Consulting Inc., a firm of consulting actuaries, performed an actuarial valuation as at December 31, 2009 and extrapolated the results of this valuation to December 31, 2010. The actuary used the projected benefit method pro-rated on services and the best estimate assumptions approved by the Non-Academic Benefits Committee. Significant long-term assumptions used in the extrapolation as at December 31, 2010 and the valuation as at December 31, 2009 were:

	as at December 31	
	2010	2009
Salary/YMPE increases	3.0%	3.0%
Inflation rate	2.5%	2.5%
Discount rate	6.5%	6.5%

The actual rates may vary significantly from the long-term assumptions used. During the year, the Plan experienced a gain of $ 927,000 mostly due to change in plan provisions (Note 4d,e) and a loss of $89,000 due to a change in mortality assumptions.

Mortality tables used were the UP 1994 projected to 2025 (2009 - UP 1994 projected to 2024).

The Plan Document states that any excess surplus shall be used to reduce the contributions of the University, or used to improve the benefits of the Members and/or Retired Members, or both. Any use of surplus to reduce contributions of the University must be negotiated with the members as part of the collective agreement. Any use of surplus would be for the benefit of the members.

Upon termination or death of a member, the member, beneficiary or spouse shall receive a transfer as described in the description of the Plan at Note 4. The December 31, 2010 actuarial present value of accrued pension benefits in Statement 3 contains $269,465 (2009 - $351,150) related to members who have died or terminated. The University is attempting to transfer these amounts, but it is unknown how soon this will be accomplished as the transfer is dependent upon decisions to be made by the member, beneficiary or spouse.

The following illustrates the effects of changing certain assumptions:

Assumption:	Adjusted Assumption (Change Made)	Change in Accrued Liability	Percentage Change in Accrued Liability
Discount rate	7.5% (Plus 1%)	$ (7,889,000)	(12.61%)
	5.5% (Minus 1%)	$ 9,906,000	15.83%
Salary, YMPE, and *Income Tax Act* Maximum Pension increase	4% (Plus 1%)	$ 3,276,000	5.24%
	2% (Minus 1%)	$ (2,828,000)	(4.52%)
Inflation rate	3.5% (Plus 1%)	$ (5,145,000)	(8.22%)
	1.5% (Minus 1%)	$ 6,109,000	9.76%

The pension obligation is long-term in nature. The Plan has no intention of settling its pension obligation in the near term and there is no market for settling its pension obligation. Therefore, determination of the fair value of the pension liability is not practical.

8. Investment Performance

The University has retained Phillips, Hager & North Ltd. as investment manager of the majority of the investments in the Master Trust. The University also contracts with Franklin Templeton Investments, Bentall Investment Management, BlackRock Asset Management Canada Limited, Mawer Investment Management Ltd., and Grantham, Mayo Van Otterloo & Co. LLC to be investment managers of specific types of investments in the Master Trust.

These investment managers make the day-to-day decisions of whether to buy or sell specific investments in order to achieve the long-term investment performance objectives set by the Plan. It is these long-term investment performance objectives that are used to assess the performance of the investment managers.

The primary long-term investment performance objective for the entire Master Trust portfolio is to out-perform a benchmark portfolio with weightings as follows:

Asset Class	Representative Index	Weight
Canadian equities	S&P/TSX Composite Index	16 %
U.S. equities	S&P 500 Index (Cdn $)	7
U.S. equities	S&P 500 Index - Hedged	7
Non-North American equities	MSCI EAFE Index (Cdn $)	15
Global equities	MSCI World Index (Cdn $)	10
Real Estate	Investment Property Databank	10
Bonds	DEX Universe Bond Index	33
Short-term investments	91-day T-Bills	2
		100 %

The University engages the services of Hewitt Associates, asset management consultants, to provide advice on the overall management of the Plan's investments and on the measurement of the Plan's performance. Hewitt Associates reports to the Joint Academic and Administrative and Non-Academic Benefits Committee quarterly on the investment performance in terms of the performance of the benchmark portfolio over moving four-year periods.

The one year investment objective (the return of the benchmark portfolio) was 8.7% (2009 – 13.3%). For the year ending December 31, 2010, the Master Trust had a gross rate of return of 8.2% (2009 – 15.4%). For the four years ending December 31, 2010, the Master Trust had an annualized gross rate of return of 2.1% (2009 – 3.3%). The investment objective (the return of the benchmark portfolio) was 1.7% (2009 – 2.7%).

9. Related Parties

The Plan is related to the University of Regina and other pension plans sponsored by the University.

The University pays all plan expenses, pension benefits and refunds and transfers on behalf of the Plan, and then is reimbursed by the Plan. Contributions for the federated colleges and Mackenzie Art Gallery are calculated and collected through the University's normal payroll process.